

Internal Affairs and Grievance Statistics

Internal Affairs

The Department strives to ensure that it offers to the citizens of Roanoke County the most professional police force possible. In doing so, the Department examines the actions of employees that are involved in complaints of misconduct. Though the delivery of some police services is not always welcome by those associated with an event, the Department expects employee's interactions to be professional. The Department takes a proactive approach to investigating all complaints made against members of the Department.

The information below is a reflection of activity from the period beginning January 1, 2005 and ending December 31, 2005. A single complaint/investigation may involve more than one officer, and as a result, there may be multiple outcomes for a single investigation.

Nature of Investigations	Number of Investigations	Percent of Total Investigations
Conduct Unbecoming	3	17%
Demeanor	3	17%
Criminal Complaints	3	17%
Use of Force	2	12%
Domestic Complaints	2	12%
Computer Use/VCIN Policy	1	6%
Search and Seizure	1	6%
Harassment	1	6%
Stalking	1	6%
Total	17	

Outcomes of Sustained Complaints

The three sustained complaints resulted in the following actions against employees: 1 Written Reprimand, 1 Suspension, and 1 Resignation.

Grievances

Two grievances were filed in 2005. One grievance challenged a disciplinary action (written reprimand) over a sustained complaint of domestic assault and battery. The employee advanced the grievance through the full grievance process and, at the conclusion, a grievance panel upheld the Department's decision and actions. The second grievance stemmed from the issuance of a written reprimand on a complaint of disobeying a supervisor's orders and truthfulness. Before the formal first step hearing, the Department modified the allegations to simply disobeying a supervisor's orders and withdrew the allegation of untruthfulness due to lack of indisputable evidence. The written reprimand remained and the employee failed to follow the remaining steps in the grievance process, and as a result, the grievance was dropped.

Police Department Appropriations

Description	Actual FY 2004	Budget FY 2005	Adopted FY 2006	% Change 05-06
Personnel	\$6,878,200	\$7,183,890	\$7,819,077	8.8%
Operating	1,730,499	1,030,359	1,054,483	2.3%
Capital	573,920	335,447	503,311	50.0%
Total	\$9,200,771	\$8,549,696	\$9,376,871	9.7%

